

ARMS 2024 CONFERENCE ABSTRACT

Theme: Professional Research management as an embedded practice

Title: Ableist academia: Approaches to better support researchers with disability

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Abstract:

Universities can be ableist environments in which researchers with disability are systemically cast as 'abnormal', 'unable', 'uncompetitive' or 'unsuccessful'. Universities are also typically disabling environments due to inaccessibility of research materials and academic participation; overt focus on metrics and high-productivity in promotions and job opportunities; lack of visibility and representation; ableist performance development frameworks; and laborious or unreasonable pathways for disability adjustments and supports.

This poster explores the need to urgently address ableist research environments. The poster draws on academic literature, interviews with researchers with disability and autoethnography to identify barriers to participation in the research industry that researchers with disability face. I reflect on how research professional practice can both perpetuate and disrupt ableism in research and explore approaches to make professional research services more inclusive and supportive for researchers with disability.